



Northam Schools' Federation

Anti-Bullying Policy 2021 22

'FOR GOD SO LOVED THE WORLD THAT HE GAVE HIS ONE AND ONLY SON, THAT WHOEVER BELIEVES IN HIM SHALL NOT PERISH BUT HAVE ETERNAL LIFE.' JOHN 3:16

Behaviour Policy Principle

The Northam Schools' Federation is committed to creating the right atmosphere for children to work, grow and develop their individual potential. As an inclusive church school, all God's children are valued and we will strive to give all our pupils the right start in life to enable them to become competent and confident adults able to live their own lives and contribute to society. We will endeavour to provide a climate where children learn to co-operate with others; care for their peers and environment; and to respect the fact that not everyone looks, feels or thinks the same as we are all created in God's image. Everyone is expected to maintain the highest standards of personal conduct, to accept responsibility for their behaviour and encourage others to do the same.

The core Christian value of love underpins all that we do at the Northam Schools' Federation. "For God so loved the world, that he gave his only Son." *John 3:16* Through this, all members of our community aspire to be, and encourage others to be, the best they can be: the person God created them to be. To achieve this, we adhere to the values of our school vision: *'To learn every day, to help each other and be happy,'* by being **ready** to learn, **respectful** of others and staying **safe**.

Be ready, Be respectful, Be safe

Following our behaviour principle, Northam Schools' Federation will not tolerate bullying for any reason in any form by individuals or groups (gangs) on or off-site. We are proactive in preventing bullying and will always carry out to the full the requirements of the Devon Guidance on tackling bullying.

What is bullying?

Bullying may be defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. Bullying may or may not be because of a protected characteristic (as defined in the Equality Act 2010) – sometimes referred to as 'identity-based bullying'. (Devon County Council)

Nature of Bullying

Bullying is considered to be:

- deliberately hurtful (including aggression);
- repeated often;
- often difficult for individuals who are being bullied to defend themselves against.

Bullying can take many forms:

- physical: hitting, kicking, taking belongings;
- verbal: name calling, insulting, making offensive remarks;
- indirect: spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours;
- pupils may use the tool of cyber bullying (e.g. text messages, e-mail or using social networking sites like Facebook or WhatsApp).

People may bully others because of varying perceived differences:



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- sexism, racism, religion or belief, academic ability, gender identity, homophobia, disability, perceived characteristic (e.g. hair colour or weight) or because of an associate (family member or friend).

Aims

The aims of this policy are :

- to demonstrate for pupils and staff that bullying is unacceptable;
- to foster an environment where achievement is celebrated, independence is recognised and individuals can flourish without fear and
- to maintain the principle that every pupil has the right to be safe and happy in school and to be protected when he/ she is feeling vulnerable.

Preventing bullying:

The aims of our approach at Northam Schools' Federation to prevent bullying are to:

- create an ethos in which attending our school is a positive experience for all members of our community
- make it clear that all forms of bullying are unacceptable within the Federation
- enable everyone to feel safe while at the Northam Schools' Federation
- encourage pupils to report incidents of bullying, including cyber bullying
- deal with each incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying
- support and protect victims of bullying and ensure they are listened to
- help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change
- liaise with parents and other appropriate members of our community
- ensure all members of our community feel responsible for helping to reduce bullying

All staff at the Northam Schools' Federation will:

- provide children with a framework of behaviour including 3 clear rules:
be ready, be respectful, be safe
- emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere
- raise awareness of bullying, including cyber bullying, through the curriculum including activities, stories, role-play, discussion, peer support, school council, etc
- Work collaboratively with other schools in the Atlantic Coast Cooperative Trust (ACCT) to develop a shared vision against bullying

Procedures

It is important to recognise that whilst there is no single way to deal with bullying, each instance must be dealt with promptly and effectively. Actions will be in line with our behaviour policy, and as a general rule the following procedures should be followed:

Staff should:

- ensure pupils have a clear understanding of bullying and its different forms and educate pupils so that they know how to respond if they are being bullied or witness bullying behaviours
- assure the pupil that their concerns will be dealt with seriously
- establish the facts and identity of the pupil(s) displaying the bullying behaviours
- interview the pupils involved at an appropriate and convenient time
- put the children's needs at the heart of the process



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- keep a written record of the incident and follow-up actions using CPOMS
- ensure that appropriate action is taken as a result of the incident using a restorative approach
- liaise with all parents involved so as to inform them of actions/support

Pupils should:

- tell a member of staff if they are being bullied
- tell a member of staff if they witness another child being bullied
- pupils should be safe in the knowledge that we are a 'telling school'

Parents should:

- inform a member of staff if they suspect bullying may be occurring
- reassure the child that the school will deal with the issue sensitively but firmly
- liaise with staff to work collaboratively to resolve the situation

Actions

Each situation is unique and often complex, so one set of actions would not be appropriate for all cases. However, the following actions may be used to deal with bullying:

- an apology, either written or verbal
- a meeting with the pupils involved
- restorative conversations with the perpetrator
- an appropriate sanction identified within the school's behaviour policy
- providing nurture support
- a meeting with the parents involved
- internal seclusions
- in extreme circumstances, fixed-term and permanent exclusions would be considered

In all cases, the matter should be logged and immediately be brought to the attention of Mr Williams, the headteacher.

Interventions

There may be times when a child who has been bullied or a child displaying bullying behaviours needs pastoral support. This could be provided by staff of Northam Schools' Federation or outside agencies.

Frequently asked Questions:

Is bullying common?

Sadly, bullying permeates all strata of society; this does not make it desirable or mean it should or will be tolerated.

Where does bullying take place?

Bullying can take place anywhere; in school, out of school, in the home. It can be direct through face-to-face contact or indirect through gossip and rumour. Bullying via social media or on platforms such as WhatsApp or SnapChat can also be direct or indirect.

Does a bully have certain characteristics?

A bully does not have to conform to the traditional stereotype of a 'bully'; they can be male or female, large or small.

Why does bullying occur?

Prejudice against characteristics such as race, religion, culture, gender, disability or sexuality may be the 'trigger' for the bully but bullying is as a result of the bully's perception of the victim of being 'different' to them and therefore may not be obvious to those around them. However, bullying is less likely to occur when there is a culture of zero tolerance adopted by



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staff, parents and pupils. When pupils refuse to collude and are proactive to pass on anything they witness or hear about bullying, school can act swiftly to intervene. Those who stand by and allow or encourage bullying to take place will be dealt with as part of the schools' response to the actual bullying incident.

Bullying involving the Internet or mobile phones

Pupils are unable to access social media sites such as Facebook or Twitter in school. Pupils are taught that they should be wary of communicating with strangers. Staff will talk with pupils about potential dangers of this, when using computers at home too.

To reduce the possibility of mobile phone bullying, pupils are expected to hand in mobiles to the school office for safekeeping. At no time should pupils on school premises use phones to make calls in school time or take photographs without permission.

Monitoring, evaluation and review

The school will review this policy, in conjunction with the revised Behavioural Policy and assess its implementation and effectiveness annually. This policy will be promoted and implemented throughout the school. This policy is part of our commitment to safeguarding children. It should be read in conjunction with our other safeguarding policies and procedures which promote safeguarding such as our Behaviour Policy. Many of our policies are available on the school website or hard copies are available upon request.

Further material available to staff, pupils and parents:

- <https://www.bullying.co.uk/>
- <https://www.anti-bullyingalliance.org.uk/> - Anti-bullying week
- <https://www.devon.gov.uk/equality/reportincidents/schools>
- Report form for racist incidents
- Childline (posters around school)
- <https://www.ceop.police.uk/Safety-Centre> (child exploitation and on-line protection guidance website)
- JIGSAW – PSHE scheme of learning